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# Male Allies at the University of Nebraska

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# Male Allies at the University of Nebraska

WES JURANEK

HEATH TUTTLE



# Male Allies at the University of Nebraska

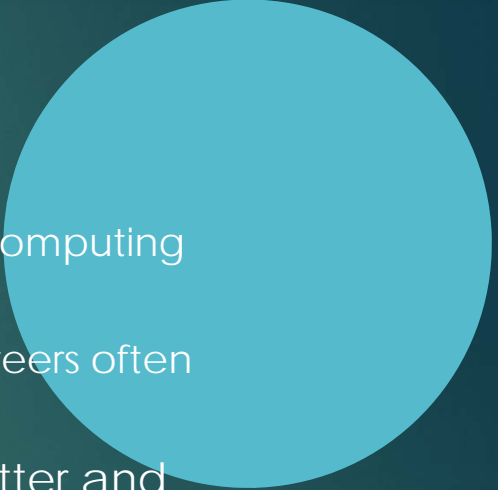

- ▶ Diversity and inclusion is key to the success of IT organizations
- ▶ Improving diversity and inclusion starts with awareness
- ▶ Actions male allies can take to promote an inclusive work environment
- ▶ Develop a plan to stay engaged

# DIVERSITY BY THE NUMBERS

- ▶ Women comprise 57% of US professional occupations
- ▶ Women hold 26% of US computing-related jobs (36% in 1991)
- ▶ Women make up 18% of US Software Developers
- ▶ Women make up 13% of US Computer Hardware Engineers
- ▶ Women make up 12% of US Computer Network Architects

ncwit.org (2018)

# Diversity and inclusion is key to the success of IT organizations



- ▶ Why Male Allies
  - ▶ Diversity and inclusion should involve everyone.
  - ▶ (White) men are often the leaders and gatekeepers in the computing workplace.
  - ▶ Women report that support to pursue and persist in STEM careers often comes from men
- ▶ "Groups with greater diversity solve complex problems better and faster than homogenous groups"

[ncwit.org](http://ncwit.org)

# Diversity and inclusion is key to the success of IT organizations

- ▶ COLLECTIVE INTELLIGENCE RISES IN GROUPS THAT INCLUDE WOMEN
- ▶ GENDER BALANCED TEAMS OUTPERFORM MALE-DOMINATED AND FEMALE DOMINATED TEAMS
- ▶ ORGANIZATIONS WITH 3+ WOMEN ON EXECUTIVE BOARDS OUTPERFORM THOSE WITHOUT



# Improving diversity and inclusion

- ▶ Recruiting and Hiring
  - ▶ Job descriptions
  - ▶ Diverse pool
- ▶ The Work Environment
  - ▶ Eliminating micro aggression
  - ▶ Eliminating mansplaining
  - ▶ Giving credit to women
  - ▶ Identifying opportunities
- ▶ Off boarding
  - ▶ Exit interviews



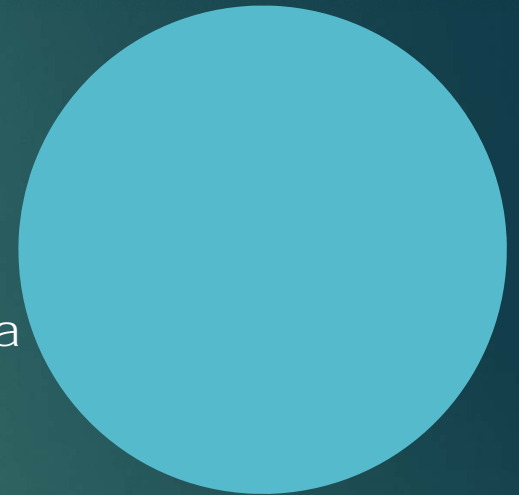
# What can an Ally do?

- ▶ Listen to women's stories
- ▶ Talk to other men
- ▶ Recruit women
- ▶ Increase female leader visibility
- ▶ Mentor and sponsor women
- ▶ Notice and correct bias
- ▶ Establish accountability metrics
- ▶ Model alternative work-life strategies
- ▶ Make discussions of gender less "risky"
- ▶ Work with women's groups



# Develop a plan to stay engaged

- ▶ Self awareness
- ▶ Talk to women and ask for feedback
- ▶ Get involved with women's groups
- ▶ Get involved with Male Allies at the University of Nebraska



# Q&A

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